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USE ONLY☐ CONFIDENTIAL☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Morning Meeting Discussion Items

CONFIDENTIAL

FROM:

Thomas Polgar
Chief, Personnel Management/DO

EXTENSION

NO.

DATE

22 March 1979

STAT

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS: (Number each comment to show from whom to whom. Draw a line across columns after each comment.)

1.

EO/DDA

3/22

38

This fits in with DCI's request for a special meeting on CIA Retirees. This should be forwarded to D/OP for inclusion in the material he is preparing for discussion of this topic.

2.

3.

A/DDA

3/24

Bm

At no extra cost, I am rather surprised at Polgar's interest in having periodic meetings to maintain traditions, memories and social contacts. I think everyone understands the purpose of debriefings, turning in badges, and I am not sure there is a general attitude that this leaves a sour taste. Occasionally a senior supervisor may not say goodbye to a retiree but I do not feel that it is caused by "not bothering" to do so. Polgar's suggestion for special retiree badges permitting access to Hqs would, I am sure, create more problems than it solves.

4.

5.

DDA

4/4

llw

Do we need to do more to help place Polgar says there is general dissatisfaction with pre-retirement counseling and out-placement. This is patently untrue. The Agency's efforts in this regard are, I think, factually among the best in gov't and industry. I hear more favorable comments for this effort than perhaps any other in the Office of Personnel.

6.

Director of Personnel

7.

8.

9.

Agree

10.

Orig-D/Per

11.

K sub

12.

13.

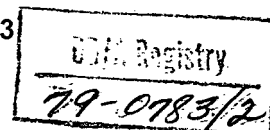
14.

15.

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22 March 1979

MEMORANDUM FOR: Deputy Director for Administration

FROM : Thomas Polgar
Chief, Personnel Management
Directorate of Operations

SUBJECT : Morning Meeting Discussion Items

REFERENCE : Your memorandum, same Subject,
dated 8 March 1979 (DDA 79-0783/1)

1. In response to Reference, the DDO has asked me to forward to you the attached as possible points for discussion at a Morning Meeting.

2. The items in the attached are keyed to the points contained in the DCI's memorandum to you, dated 2 March 1979.



Thomas Polgar

25X1

Attachment

cc: DDO

Declassified when separated
from CONFIDENTIAL attachment.

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22 March 1979

Should we be doing more for our retirees? Certainly. In comparison with the military or the Foreign Service, CIA treats its retirees as non-persons. This is partly because of cover considerations, partly because of misconceived notions of security and perhaps also because CIA is "one organization" in name only, with traditions, memories and social contacts seldom extending across Directorate boundaries. Whatever the reasons, CIA has not sought to maintain contact and continuity with its retirees along the lines of what State Department has been able to do, nor can we extend the types of perks that military retirees enjoy.

An annual meeting, as suggested by the DCI, -- and similar to the Foreign Service Day of the State Department -- would be one way of starting a tradition. Perhaps on the foundation anniversary of the Agency. Numbers may be a problem, however. Ideally, there should be separate functions, on different days, for the several Directorates.

Several retired employees mentioned that, while they understand security requirements which call for "need to know" and compartmentation, they nevertheless feel that, after a lifetime of devoted and faithful service, they are being treated as if they had never belonged to the Agency. The process of "debriefing" and the taking away of their badge leave a sour taste. Often, senior supervisors do not bother to say good-bye, nor is there any other formal recognition of a job well done. (One possible solution might be a special retiree badge which would permit access to the Headquarters Building library, cafeteria, Employee Activity Store and auditorium.)

Should we be keeping them better informed? Yes. An authorized speaker and/or panel of senior officials, appearing at CIRA meetings to discuss current foreign affairs and administrative developments, could do the trick.

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-- 3 --

CIA was both an honorable and interesting alternative to routine military service. The lag in recruitment of the type of "quality" young person we seek will be overcome only when potential candidates for Career Training are satisfied that we are offering an employment package that meets current aspirations for financial and family security and career fulfillment.

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